

# Oshkosh Food Co-op Board Meeting

Date:06/01/22

Tme: 7:00 pm

Location: Hybrid

Minutes Recorded by: Molly

Board Member Attendance		Member, Staff & Guest Attendance
Brenda Haines x	Warren Bergman	Staff: JD Gildemeister
Molly Smiltneek x	Susan Vette x	Members: Chris Corbin
Melissa Weyland 7:40 x	Jay Stoflet x	Guests:
Belynda Pinkston x	Heidi Supple	
Vacant	Heather Seraphine (Adjunct) x	

Topic	Facilitated by	Discussion	Actions
Call Meeting To Order	Brenda	Brenda called the meeting to order at 7:02.	
Member Comments	All	<p>Member Comments <i>Note: Due to the risks associated with in-person gatherings, we are meeting virtually. If you would like to submit member comments, please do so in writing and email to <a href="mailto:oshkoshfoodcoop@gmail.com">oshkoshfoodcoop@gmail.com</a></i></p> <p>Tracy Vinz submitted the following member comment. Brenda responded by email on behalf of the board. The Board will continue to work with the ad hoc community on staff relationships and appreciation.</p> <p>Here is in a nutshell what I wanted to say and I hope you can speak for me. I am really glad that the board was honest about the financials with the co-op. Thank you! However, I think the board really needs to take a step back and look at what was presented to the members. I sat and watched as this was a pep rally about the board and volunteers and committees. Yes, thank yous are in order for sure. However, there was very little about the employees of the co-op. There are a couple of people Kyle, Doug, and Joe, who have</p>	

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		<p>BUSTED THEIR ASSES to keep things going. The 3 of them kept the doors open when the acting GM was on vacation and the produce manager and center store manager suddenly got covid and neglected to tell anyone or really give a damn. These people are the heartbeat of the co-op. I am sure there are a few more as well but those are the 3 that I deal with and have heard from others are always the ones to help. I understand in the beginning before we had a store the board and volunteers did everything. We have take a step back and understand that these people work emense hours to keep our store going. They did not always receive all the training they should have or guidance but they come in and do the best job they can and in my opinion are killing it. They did not even know much about the annual meeting and some were not invited to come or asked to attend. They 100% should have been there. The employees are now our champions of the co-op. We need to treat them as such. I would like this on the record please. This was not directed at you only so please do not take it that way. The entire board needs to hear this and come up with something to show how much the co-op appreciates our employees.</p>	
Consent Agenda	All	<p><b>Consent Agenda</b></p> <ul style="list-style-type: none"><li>■ Board Meeting Minutes – May 18, 2022</li><li>■ Annual Meeting Minutes - May 25, 2022</li><li>■ Weekly Store Report – May 15, 2022</li><li>■ Weekly Store Report – May 22, 2022</li><li>■ Membership Recruitment &amp; Communications Committee – Meeting Minutes – May 23, 2022</li></ul> <p><b>Committees with No Reports</b></p>	

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		<ul style="list-style-type: none"><li>■ Food Justice Committee</li><li>■ Finance Committee</li></ul> <p>Susy moves to approve the consent agenda. Jay seconds. Motion passes.</p>	
GM Reporting	JD	<p>The Board may move into closed session for the purpose of discussing competitive strategy, personnel issues, contract negotiations or other issues requiring confidentiality.</p> <p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ GM Verbal Report on Store Performance<ul style="list-style-type: none"><li>○ Talking about WSR weekly in the Manager Meeting. 100+ more member visits this week than last. Saturday was huge. Seems to have some correlation to messaging going out</li><li>○ Nighttime very slow after bridge closure</li><li>○ EBT sales are similar.</li><li>○ Getting shorted on produce from major vendor; making up for it with local. Joe has been doing great</li><li>○ Team standpoint: still need to build employee morale. Keep it positive and reinforce it.</li><li>○ Food for All launched today. Guests are excited. Lots of rounding up at the register. All approvals through JD, but can sign up at the register to complete the form.</li></ul></li></ul>	

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Governance	Molly	<b>Discussion</b> <ul style="list-style-type: none"><li>■ Annual Meeting Debrief<ul style="list-style-type: none"><li>○ Be aware that in the future, staff will take over much of the logistics and the Board and JD will prepare a presentation. Staff involvement will be critical moving forward</li><li>○ Have also been encouraged to have shorter presentations and then allow for more interactions; everything ran long. Still worth striving for</li><li>○ The Community Room may not be the best space in the future, but it was important to have it there this year. Try to keep it in the</li></ul></li></ul>	

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		<p>occurring. There may be quite a bit added though so don't want to overwhelm anyone.</p> <ul style="list-style-type: none"><li>○ Are there any needs JD has immediately re: policies that impact him and his job/role moving forward? JD will keep top of mind. Knowing that policy governance is goal moving forward gives him more clarity.</li><li>■ On-boarding New Board Members<ul style="list-style-type: none"><li>○ Critical points to cover</li><li>○ Firebrand Strategy</li><li>○ Budget/Pro Forma</li><li>○ Org Chart/Committee charters</li><li>○ Cooperative business model education and background</li><li>○ Recap of store open to today; how did we get to where we are; what is in place and why. Don't want to lose the learnings we've gotten along the way. If we don't learn from our failures, we are destined to repeat them.</li><li>○ Larger board culture, understanding about communication practices, work needed for working board, what won't unfold organically</li></ul></li></ul>	
Membership Recruitment and Communications	Jay and Brenda	<p><b>Discussion</b></p> <ul style="list-style-type: none"><li>● Community Room Promotion<ul style="list-style-type: none"><li>○ Working on a catering menu - are working with Amy and other Co-ops to come up with best practices.</li></ul></li></ul>	

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Grants & Sponsorship		<p>The Board may move into closed session for the purpose of discussing confidential negotiations, strategy or personnel matters.</p> <p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ ARPA Funds Request – City of Oshkosh<ul style="list-style-type: none"><li>○ Submitted last week before the annual meeting.</li><li>○ Have some strategy on who could speak at Council meeting.</li></ul></li><li>■ Recapitalization Updates<ul style="list-style-type: none"><li>○ Have to demonstrate charitable intent of funds if seeking donations (if going through community foundation)- need to know how they will be allocated.</li><li>○ Have the list of items from Nicole, get them before Karlene to confirm fit criteria.</li><li>○ Need to formalize the ask.</li></ul></li></ul>	

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Executive Committee		<p>The Board may move into closed session for the purpose of discussing confidential negotiations, strategy or personnel matters.</p> <p><b>Discussion</b></p> <ul style="list-style-type: none"><li>■ Tenant Space Update<ul style="list-style-type: none"><li>○ Meeting with prospective tenant pushed back due to scheduling conflicts</li></ul></li></ul> <p><b>Recommendations</b></p> <ul style="list-style-type: none"><li>■ GO-EDC Loan Agreement Updates<ul style="list-style-type: none"><li>○ Will be posting for approval</li></ul></li></ul>	
Adjourn		Meeting adjourned at 8:40.	

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